



EPA Coaching Program

We are excited to announce the EPA Coaching Program!

Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. Unlike a consultant or a mentor, a coach is not an expert in the client's field and may never have held a job at their level. The coach is an expert in helping individuals:

- Assess their current situation and define goals
- Understand and overcome barriers that may inhibit progress, and
- Embrace accountability for implementing the changes and reaching the goals they desire

Coaches honor clients as the experts in their lives and work, and believe every client is naturally creative, resourceful, and whole. We all need a coach at one time or another! Coaching is about the present and future and taking action based on goals and objectives.

Scope: Existing and new supervisors and senior-level managers would be targeted initially as potential clients. A staged marketing strategy will be developed for other employees as coaching resources allow.

What to Expect: Clients will have 6 to 10 hour-long sessions with a certified coach. The focus of coaching is on goals and outcomes to maximize performance. Coaching is a supportive and confidential environment; all information discussed during a coaching engagement is confidential.

"Participating in the Coaching Program was a terrific experience that led me to acknowledge my strengths and areas that needed improvement, and allowed me to contemplate different perspectives and ideas that ultimately enhanced my management approach."

EPA Senior Executive

Coaching Focus Areas

Individuals engage in coaching for many reasons related to maximizing performance, including:

- Conflict management skills
- Handling difficult personnel situations
- Managing a change effort
- Teamwork
- Conflict situation
- Work performance
- Strategic planning/strategic thinking
- Leadership skills
- Ease transition into a new position or role
- Cross-function or interagency relationships
- Communication and interpersonal skills
- Work-life balance
- Support professional goals
- Need objective sounding board
- Career opportunities or retirement
- Self-confidence
- Relationship-building skills
- Networking skills

"I feel that after just 5 coaching sessions, I have evolved into a more mature person with new leadership qualities that I wouldn't have gained without this coaching experience. I gained insights about being a true leader and how to own your feelings in order to build confidence."

EPA Employee

"I finished my last coaching session today and I wanted to let you know what a wonderful experience it was. I highly recommend this type of coaching for others on the management team."

EPA Manager

The EPA Coaching Process:

- 1) Submit [coaching request form](#) on EPA's Coaching Program Sharepoint site;
- 2) The Coaching Program Manager may contact you, if needed, to discuss your needs and connect you with a coach;
- 3) Have a conversation with the coach;
- 4) Establish a coaching agreement with the coach and get supervisory approval;
- 5) Coaching sessions begin;
- 6) Complete coaching evaluation at the end of coaching engagement; and
- 7) Receive training credit in FedTalent

The goal of coaching is the goal of good management: to make the most of an organization's valuable resources."

- Harvard Business Review

99% Were satisfied with their Coaching Experience

96% Would use Coaching again

67% Reported better work-life balance

2016 ICF Global Coaching Study

"I benefited greatly from working with my coach. At the outset, she explained her role and possible objectives for coaching very clearly. Once I identified specific goals, we broke them down in terms of long-term career goals as well as near-term accomplishments."

EPA Employee

The Ideal Candidates Are:

- Open to being coached
- Open to feedback and learning
- Motivated to grow, learn, and/or change
- Have developmental and/or leadership needs that are suitable for one-on-one coaching
- Committed to give coaching its due time and attention

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